



FOR IMMEDIATE RELEASE

September 5, 2006

FACT SHEET

SANDERS LAUNCHES ETHICS SURVEY; PART OF COMPREHENSIVE ETHICS AUDIT

***RESULTS OF AUDIT WILL BE DETAILED IN COMPREHENSIVE REPORT BY
END OF YEAR; WILL LEAD TO CHANGE IN CITY HALL CULTURE***

Reaffirming his commitment to change the ethical culture at City Hall, Mayor Jerry Sanders today announced that a **comprehensive ethics audit is underway**. An important element of that audit will be a **survey of all Mayoral department City employees to assess their views on the treatment of ethics issues within the workplace**. The need for a cultural change was identified as a top priority for remediation by the Kroll Report.

The Ethics Audit will include: 1) a comprehensive review of all City policies and procedures for consistency with ethics and integrity in the workplace; 2) interviews with City managers; 3) consultation with outside ethics experts on best practices in government organizations; 4) employee feedback to include a survey; and 5) benchmarking for current conditions (as a result of all of the above). **The audit is expected to be complete by the end of this year and will include recommendations for changes in policies and practices.**

The Mayor's Office of Ethics and Integrity (OEI) will conduct the audit to identify the structural impediments and cultural hurdles affecting the City's effort to maintain the highest level of ethical behavior among its managers and broader workforce. The audit process will also be used to correct policies, procedures, statements of goals and operational systems that may stand in the way of higher ethical standards.

At the Mayor's direction, OEI is also set to begin a multi-year training effort that will provide all City workers, including managers, with the education they need to implement "best practices" for sustaining those high standards throughout the City system.

Separately, the Mayor has committed to implementing Kroll's recommendations for strengthening protections for "whistleblowers" and for amending the City's Municipal Code to add criminal penalties for anyone who improperly influences the public financial reporting process of the City.

MAYOR LAUNCHES SURVEY AS PART OF CITY'S RESPONSE

The survey is an element of the comprehensive ethics audit being conducted by OEI and will provide the Mayor and his leadership team with baseline data regarding areas in need of reform.

The survey will collect data regarding employee awareness of ethics policies and procedures already in place and about their perception of any ethical lapses or misconduct at the City. It will also reveal how often employees feel a need to report problems and what encourages or prevents them from doing so.

“It’s not the employees that are at fault. They are part of the solution, not the problem,” said Mayor Sanders. “The City’s leadership failed them; not the other way around. Because they are on the front lines of serving our citizens, I want their feedback so that they can help us put constructive solutions in place.”

SYNOPSIS OF EMPLOYEE SURVEY REGARDING THE CITY'S ETHICAL CULTURE

- The Ethics Culture Survey will launch on September 5, 2006.
- All City employees in departments under the direction of the Mayor are invited to take the voluntary and anonymous survey, which will provide their views of City ethics standards and behaviors.
- The survey will be administered by an outside firm, Ethics Resource Center (ERC), in order to get an unbiased assessment of the City's ethical climate.
- The Ethics Culture Survey seeks to understand:
 - What employees think about the City's ethical culture/climate;
 - What ethics issues are important to employees;
 - How comfortable employees feel about their understanding of ethics policies, procedures and regulations;
 - Level of observation of misconduct (if any); and
 - To what extent employees feel supported when/if they bring up ethical concerns.
- The survey will collect data that includes:
 - Percentage of employees who believe their supervisor keeps promises and commitments;
 - Percentage of employees who believe their coworkers talk about the importance of workplace ethics and doing the right thing in the work they do;
 - How often employees feel pressured to compromise the organization's standards of ethical conduct in order to achieve business or political objectives;
 - Percentage of employees who believe non-management employees are held accountable if they are caught violating the organization's ethics standards; and
 - Overall level of satisfaction with the organization
- Survey results will aid the City's Office of Ethics and Integrity (OEI) in designing and focusing ethics training development and delivery, and with maintaining a highly ethical culture among City of San Diego employees.

- OEI ethics training will cover relevant ethics-related local & state law/regulations/policies and procedures.
- The training will also include a component to improve each employee's understanding of ethics with the purpose of strengthening his/her ethical problem-solving and decision-making skills.